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ABSTRACT

This collection discusses some of the issues surrounding the retention of African Americans in higher education, and it challenges traditional paradigms for retaining African American students, administrators, and faculty at predominantly White colleges. The chapters of part 1, "Retaining African-American Students," are: (1) "Creating an Affirming Culture To Retain African-American Students during the Postaffirmative Action Era in Higher Education" (Lee Jones); (2) "Reexamining the Educational Pipeline for African-American Students" (Jason DeSousa); (3) "The Policies and Politics of Retention and Access of African-American Students in Public White Institutions" (Paul E. Green); (4) "Alternatives to Race-Based Admissions in Higher Education: Examining X-Percent Plans in California, Texas, and Florida" (Eugene L. Anderson); and (5) "Developing Academic Warriors: Things That Parents, Administrators, and Faculty Should Know" (James L. Moore, III). Part 2, "Retaining African-American Administrators," contains: (6) "A New Test for Diversity: Retaining African-American Administrators at Predominantly White Institutions" (Jerlando F. L. Jackson); (7) "Strategies for Overcoming the Barriers of Being an African-American Administrator on a Predominantly White University Campus" (Raphael M. Guillory); and (8) "Retaining African-American Administrators: A Subconscious Deluge of Neglect or a Conscious Subterfuge To Reject?" (J. W. Wiley). "Reflections" following part 2 include: "Developing an African Center in the Academy" (Kipchoge N. Kirkland) and "When Services Are Needed but Not Respected" (Eddie Moore, Jr.). Part 3, "Retaining African-American Faculty," contains: (9) "How To Retain African American Faculty in Times of Challenge for Higher Education" (Andre J. Brunch);(10) "Redefining and Refining Scholarship for the Academy: Standing on the Shoulders of Our Elders and Giving Credence to African-American Voice and Agency" (Derrick P. Alridge); (11) "Identity, Purpose, and Impact: Bebop Innovators as Intellectuals and Models for African-American Academic Success" (Shuaib Meacham); (12) "Rethinking W.E. B. Dubois 'Double Consciousness': Implications for Retention and Self-Preservation in the Academy" (Leon D. Caldwell and James B. Stewart); and (13) "The Politics of Tenure and Promotion of African-American

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Faculty" (Lemuel W. Watson). Chapter 14 is the conclusion, "Organizing the Structure of the University To Achieve Success in Recruiting and Retaining African Americans in Higher Education" by Lee Jones. Each chapter contains references. (SLD)

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